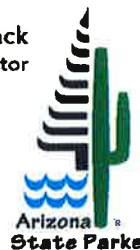




Doug Ducey
Governor

Sue Black
Executive Director



NON-DISCRIMINATION POLICY

In recognition of its legal and moral obligations, Arizona State Parks hereby commits itself to a policy of non-discrimination as follows:

1. Arizona State Parks shall not discriminate on the basis of race, color, religion, sex, age, disability, national origin, or any other characteristic protected by law. Equal Opportunity applies to such employment practices as hiring, upgrading, demotion, transfer, recruitment, advertising, layoff, termination, rates of pay or other forms of compensation, selection for training, job assignments, accessibility, working conditions and special duty details.
2. Arizona State Parks management personnel shall actively support recruitment and career development programs to ensure equitable representation of minorities, females, seniors, LGBT and individuals with disabilities, special disabled veterans and Vietnam Era veterans in all job categories and pay grades.
3. Arizona State Parks shall not tolerate discrimination in the agency as it creates an intimidating, degenerating, hostile and offensive working environment. Each employee has an affirmative duty to maintain a workplace free of harassment, intimidation, discrimination. Arizona State Parks prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
4. The Department will post the Non-Discrimination Policy throughout departmental facilities.
5. All written bid announcements, request for proposals, employment announcements, requests for applications, program brochures, literature and general solicitations shall include the phrase:

"AN EQUAL EMPLOYMENT OPPORTUNITY AGENCY"

Arizona State Parks is committed to ensuring that all its employees can work in an environment free from harassment, discrimination and retaliation.

As Director of the Arizona State Parks, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the 2016 Equal Opportunity Plan throughout all levels of the Department, Nichole Fleshman shall serve as the Equal Opportunity Administrator for Arizona State Parks, (602) 542-6900 or nfleshman@azstateparks.gov.

This policy is accessible to employees at <http://azstateparks.com/employment/index.html> and on the employee bulletin board in the Central Office, 23751 N. 23rd Ave, Suite 190, Phoenix AZ 85085 as well on bulletin boards at the parks and the State Historic Preservation Office, 1100 W. Washington, Phoenix, AZ 85007.

Sue Black, Executive Director

2-25-16

Date

Any employee who has any questions or concerns about this policy should talk with the ADOA Chief Human Resources Manager at (602) 364-4968 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.